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PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1998-1999

UNITED NATIONS COMMON SYSTEM

Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission (A/52/30)

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

I. INTRODUCTION

1. The twenty-third annual report of the International Civil Service Commission (ICSC)[1] contains a number of decisions and recommendations with financial implications for the regular budget for the biennium 1998-1999, related to the following issues (the reference paragraphs in the ICSC report are indicated in parentheses):

(a) Conditions of service of staff in the Professional category and above:

(i) Base/floor salary scale (para. 62);

(ii) General Assembly request in resolution 51/216: post adjustment at Geneva (paras. 100-102);

(b) Remuneration of the General Service and other locally recruited categories of staff:

(i) Methodologies for surveys of best prevailing conditions of employment at headquarters and non-headquarters duty stations (paras. 126-131);

(ii) Non-pensionable component (paras. 139 and 140);

(iii) Review of the basis for the dependent children's allowance (para. 150);

(c) Conditions of service applicable to all categories of staff:

(i) Education grant: review of the methodology for determining the level of the grant (paras. 163-166);

(ii) Performance management (para. 219);

(iii) Appointments of limited duration (para. 249);

(iv) Standards of travel and per diem (paras. 275 and 276);

(v) Mission subsistence allowance (para. 285).

II. CONDITIONS OF SERVICE OF STAFF IN THE PROFESSIONAL CATEGORY AND ABOVE

A. Base/floor salary scale

2. In section I.H of its resolution 44/198 of 21 December 1989, the General Assembly established a floor net salary level for staff in the Professional category and above by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the federal civil service of the United States of America). The base/floor scale was part of an integrated package of measures in which negative classes of post adjustment were eliminated. The base/floor scale is used in the calculation of payments under the mobility and hardship scheme, as well as separation payments.[2] Adjustments to the scale have been made, since 1990, on 1 March of every year from 1991 to 1995 and on 1 January 1997.

3. The analysis for calendar year 1997 showed that the comparator's net base salary was 3.1 per cent higher than that of United Nations net base salary at the dependency rate at P-4, step VI (the approved point for comparison). In order to bring the two scales in line, the Commission, in its annual report to the General Assembly at its fifty-second session,[1] decided to recommend to the General Assembly that an upward adjustment by 3.1 per cent to the common system scale would be required and should be implemented with effect from 1 March 1998. The increase of 3.1 per cent for 1998 would reflect an increase in the base/floor scale through the standard method of consolidating post adjustment multiplier points on a no-loss/no-gain basis.

4. In the context of the revised base/floor scale, the Commission also recommended that the revised rates of staff assessment for those without primary dependants to be used in conjunction with gross base salaries of the above-mentioned categories of staff also be introduced effective 1 March 1998.

5. If the base/floor salary scale were to be adjusted on 1 March 1998 by 3.1 per cent through the above-mentioned method of consolidation on a

no-loss/no-gain basis, the impact for the United Nations common system would be as follows:

(a) For duty stations that would fall below the level of the new base/floor: $48,650;

(b) In respect of the mobility/hardship allowance: $1,946,800;

(c) In respect of the scale of separation payments: $439,440;

(d) Total financial implications for the common system per year: $2,434,890; financial implications for the United Nations regular budget: estimated at $795,480 per year.

The financial implications for 10 months of 1998 for the United Nations common system as a whole were estimated by ICSC at $2,029,000. The financial implications for 10 months of 1998 for the United Nations regular budget have been estimated at $676,300.

B. Post adjustment at Geneva

6. In its resolution 51/216 of 18 December 1996, the General Assembly reiterated its request to the Commission urgently to complete its study regarding the methodology for establishing a single post adjustment index for Geneva and to implement it at the earliest date and no later than 1 January 1998.

7. A methodology to give effect to the request of the General Assembly was recommended to ICSC by the Advisory Committee on Post Adjustment Questions. After reviewing that methodology, the Commission decided at its forty-fifth session, in May 1997, that the Chairman of the Advisory Committee and its secretariat should consult further with organizations and staff in Geneva to obtain their views and comments on all viable options that would be responsive to the Assembly's request.

8. At its fifty-sixth session, in July 1997, the Commission considered the views of the Geneva-based organizations and the United Nations Legal Counsel and concluded that there were difficulties with all the alternatives reviewed and decided to report to the General Assembly that:

(a) Since its report to the Assembly in 1995 regarding the issue of the Geneva post adjustment, a number of new facts had emerged and, in view of that, the Commission had undertaken a comprehensive study of the entire matter and had identified four possible approaches to respond to the Assembly's request;

(b) None of the approaches that the Commission had examined were without legal problems;

(c) While it was technically possible to calculate a single post adjustment index based on prices of goods and services in Geneva and the neighbouring areas of France, the following issues needed to be addressed:

(i) As with the other alternatives examined, implementation of results based on that approach raised a number of difficulties of a legal, administrative and technical nature that could lead to appeals by staff before the administrative tribunals;

(ii) Organizations in Geneva had indicated that the approach was incompatible with their staff regulations and rules and they would need to have an opportunity to discuss it, as well as other legal and administrative matters, at the level of their governing bodies before implementing the Commission's decisions in that regard;

(iii) If some of the Geneva-based organizations decided not to apply the single post adjustment based on the above approach, it would be tantamount to a break-up of the common system;

(iv) Since it was anticipated that the approach would result in lowering the post adjustment at Geneva, some transitional measures would need to be applied;

(v) While it was anticipated that the application of the revised post adjustment based on the above approach would result in some savings, the net savings could not be assessed at that stage since the cost of litigation before the tribunals was not known;

(vi) Geneva-based organizations would require changes to their staff regulations that defined the duty station before the adoption of the single post adjustment index.

9. The Commission therefore indicated to its secretariat that, prior to taking any decision on the subject, it would be necessary to undertake a cost-benefit analysis. Such an analysis would help determine if the implementation of a single post adjustment multiplier as requested by the General Assembly would be cost beneficial in view of the technical, legal and administrative repercussions the Commission had identified. Bearing in mind the above, it would not be possible to implement the single post adjustment for Geneva by 1 January 1998, as requested by the Assembly in its resolution 51/216.

III. REMUNERATION OF THE GENERAL SERVICE AND OTHER LOCALLY RECRUITED CATEGORIES OF STAFF

A. Methodologies for surveys of best prevailing conditions of employment at headquarters and non-headquarters duty stations

10. In section II of resolution 51/216, the General Assembly noted the preparations undertaken for the 1997 review of the survey methodologies and requested the Commission, inter alia:

(a) To resolve, to the extent possible, inconsistencies between those methodologies and that applied pursuant to the Noblemaire principle, inter alia,

by examining the questions of overlap in remuneration between the two categories;

(b) To study the feasibility of increasing the weight of public sector employers in the salary surveys at headquarters and non-headquarters duty stations;

(c) To submit a report based on the review of the methodology to the Assembly at its fifty-second session.

11. The General Assembly also requested the Commission to defer a final decision on the General Service salary-setting methodologies pending the review of the application of the Flemming principle by the Assembly at its fifty-second session and to adjust its programme of headquarters salary surveys as appropriate.

12. The Commission reviewed the methodologies for surveys of best prevailing conditions of employment on the basis of the recommendations of a working group established by it for the purpose. In its consideration of the principles, the Commission examined the issue of overlap in remuneration between the Professional and General Service categories. The Commission addressed in particular the need for a broad cross-section of economic sectors, including the national civil service and other public/non-profit employers. The criteria for the differentiation of labour markets at non-headquarters duty stations, the benefit utilization criteria and the interim adjustment process were also included in the review.

13. With regard to the Flemming and Noblemaire principles, the Commission concluded that the inconsistencies between them were a direct result of the different objectives of the two principles. The Noblemaire principle set out to measure a national labour market representing the highest paid civil service and to apply the measurement results uniformly to a worldwide population. The objective of the Flemming principle was to measure a local labour market representing largely private sector employers and to apply the measurement results uniformly to a local population. Therefore, it could not be expected that a high degree of consistency would prevail between the two methodologies.

14. The Consultative Committee on Administrative Questions was of the view that the issue of the overlap between Professional and General Service salaries should not be seen in the context of the Flemming principle, but should be reviewed in the context of the non-application of the Noblemaire principle. The Consultative Committee had maintained that the five-year process of discussing Noblemaire at the Commission had produced almost negligible results, the United States national civil service remained the comparator and there were no recommendations to adjust the margin range above 110-120, despite the fact that it had been demonstrated that the German civil service had superior conditions of service to those of the United States federal civil service.

15. ICSC concluded that an overlap between Professional and General Service salaries was not a situation unique to the United Nations system. The phenomenon was frequently found with other employers, including national civil

services, and was therefore not a problem in and of itself, as long as the overlap did not exceed generally acceptable levels.

16. On the issue of the criteria for employer selection and benefit quantification, the Commission decided:

(a) To approve the economic sector representation in General Service surveys[3] and that the public/non-profit sector, including the national civil service, should be represented by at least 25 per cent of the retained employers and that no individual subsector of the private sector should be represented by more than 25 per cent of the retained employers;

(b) To increase the criterion for utilization of a benefit to allow quantification of a benefit to at least 75 per cent of staff eligible for it.

17. With regard to the differentiation of labour markets at non-headquarters duty stations, the Commission decided to establish three categories of non-headquarters duty stations to determine the number of employers to retain for the establishment of local conditions of service, where 12, 7 or 5 employers would be retained in the final analysis.

18. With regard to the interim adjustment procedure, the Commission decided that, for non-headquarters locations, the mini-survey should be the basis for interim adjustments and, for headquarters locations, the percentage adjustments to the net salary scale should be set at each headquarters duty station at a level most appropriate to the local conditions, provided that the adjustment not exceed 90 per cent.

19. The Commission also decided to implement the revised non-headquarters methodology as at 1 January 1998, barring major reservations by the General Assembly.

20. It is envisaged that with the implementation of the revised methodologies, salary adjustments would in effect slow down. It is therefore expected that some potential cost increases under the regular budget of the United Nations would be avoided in the future.

B. Non-pensionable component

21. The Commission considered the recommendations of the working group with regard to the criteria for establishing the non-pensionable component. The Commission reviewed those elements which should be considered pensionable and non-pensionable in the determination of the component, as well as the levels of the ceiling and appropriate threshold in the establishment of the component.

22. With the introduction of the income replacement approach to General Service staff in 1994, the criteria for establishing the non-pensionable component needed to be re-examined. The Commission noted that the cap of 25 per cent in conjunction with the income replacement approach inevitably led to a lower proportion of income after service vis-à-vis in-service income than would be considered desirable under the income replacement approach. The Commission also

recalled that the current level of the ceiling (25 per cent of net salary) was based on an administrative decision and that a reduction of the ceiling would be beneficial to duty stations with a large non-pensionable component since a lesser proportion of income would be considered non-pensionable and the relationship between income while in service and income after service would improve.

23. The Commission decided that:

(a) The main criteria for the determination of pensionability should be the regularity, recurrence and predictability of benefits and allowances paid to employees in cash and, on that basis, remuneration elements indicated in annex XVII of its report[1] should be considered pensionable;

(b) The ceiling for the non-pensionable component should be reduced to 20 per cent of net salary from the current amount of 25 per cent;

(c) The threshold for the establishment of the component should be the same for both headquarters and non-headquarters duty stations, namely, 10 per cent of net salary, with no established minimum;

(d) Transitional measures would apply as usual, that is, gross pensionable salaries would be maintained if found lower as a result of any of the above recommendations until such time as future revisions based on either a comprehensive survey or an interim adjustment produced gross pensionable salaries that were equal to or higher than those in effect on 31 December 1997.

24. As a result of the Commission's decision regarding the criteria for the determination of the non-pensionable component, which would become effective on 1 January 1998, some potential cost increases would be avoided in the future. Specific amounts involved cannot reliably be projected at the present stage.

C. Review of the basis for the dependent children's allowance

25. The Commission noted that the children's allowance for General Service staff continued to be established on the basis of either local practice or social benefit policy established in 1982. At that time, the Commission concluded that the basis for the calculation of the children's allowance for the General Service and related categories should reflect a combination of local practice and a social benefit policy. It was determined and agreed that a floor amount for the children's allowance should be calculated for each duty station based on 3 per cent of the mid-point of the local salary scale.

26. The Commission confirmed the social benefit/local practice approach to the determination of the children's allowance for General Service staff that had been established in 1982.

27. ICSC concluded that the floor formula should be revised to 2.5 per cent from the current 3 per cent of the mid-point of the local salary scale. It decided that the children's allowance amounts in effect as at 31 December 1997 would continue in effect until the scale of net salaries was revised as a result

of either a comprehensive General Service salary survey or an interim adjustment with effect from 1 January 1998.

28. The Commission also decided that if the children's allowance based on paragraph 150 (e) of its report were equal to or higher than that in effect on 31 December 1997, then the revised children's allowance would be used. However, if the children's allowance based on paragraph 150 (e) were lower than that in effect on 31 December 1997, then the latter would continue to be used until the procedure in paragraph 150 (e) or the calculation based on local practice produced a children's allowance that was equal to or higher than that in effect on 31 December 1997.

29. As a result of the Commission's decision regarding the minimum formula for the determination of the children's allowance, which would become effective on 1 January 1998, some potential cost increases would be avoided in the future. Specific amounts involved cannot be estimated with any reliability at the present stage.

IV. CONDITIONS OF SERVICE APPLICABLE TO ALL CATEGORIES OF STAFF

A. Education grant: review of the methodology for determining the level of the grant

30. In 1992, the Commission approved the revised methodology for determining the level of the education grant.[4] At the same time, it agreed that the revised methodology would be reviewed in 1995 in the light of experience gained in its application. However, the review of the methodology initially planned for 1995 was postponed by the Commission to 1997. Several issues were identified for consideration during the 1997 review, such as (a) capital assessment fees; (b) the boarding element (updating procedure to be used for the flat rate for boarding and treatment of boarding expenses in cases where the educational institution did not provide boarding); (c) boarding element at designated duty stations; (d) trigger point for an adjustment of maximum allowance expenses; (e) allowance items of expenditure and the currency of payment; and (f) procedure for handling exceptional situations.

31. The Commission decided to inform the General Assembly that the methodology for determining the level of the education grant introduced in 1992 had functioned reasonably well. However, based on the experience of the application of the methodology during the past three reviews of the level of the grant, it had concluded that some modifications to the methodology would be in order. Specifically, the Commission decided on the following modifications to the methodology:

(a) Capital assessment fees (major lump-sum payments for schooling at certain locations):

(i) The organizations and staff would share the cost of the one-time capital assessment fees on the same basis on allowable expenses;

(ii) In the event that such an arrangement resulted in staff expenditures beyond the maximum allowable expenses, the Chairman of ICSC could exceptionally increase the level of the maximum allowable expenses at the request of the organization for the duty station in question;

(iii) Subsidized loan arrangements should be considered in cases where the capital assessment fee would be refunded by the school upon departure or graduation;

(b) Flat rate for boarding:

(i) For currency areas where flat rates for boarding had not been adjusted since 1990, they would be adjusted by the movement of the consumer price indices between 1990 and the date of the next biennial review;

(ii) For currency areas where flat rates for boarding had been adjusted since 1990, they would be adjusted by the movement of the consumer price indices between the date of the last adjustment and that of the next biennial review;

(iii) For currency areas where the flat rate for boarding would be adjusted by the movement of the consumer price indices at the time of the next biennial review, the rates should continue to be adjusted by the movement of the consumer price indices at the time of the subsequent biennial review;

(iv) In cases where boarding was not provided by the educational institution, cost of boarding from other sources would be considered as an admissible expense within the maximum allowable expenses as long as the educational institution certified the boarding facility;

(c) Additional flat rate:

(i) On the occasion of the next biennial review of the level of the grant, additional flat rates would be established for all currency areas at the level of 150 per cent of the normal flat rates;

(ii) Thereafter, additional flat rates for all currency areas would be adjusted on the same date and by the same percentage as the adjustment of the normal flat rate;

(d) Trigger point. For currency areas with few education grant claims, the maximum allowable expense adjustment would be triggered if at least 5 per cent and a minimum of five claims exceeded the existing maximum allowable expense limit.

32. The Commission also decided to request the General Assembly, in cases where a duty station in the United States dollar area/outside the United States had experienced an exceptional increase in fees between two reviews of the level of the grant, that the Chairman of the Commission should then be delegated the authority to approve a special measure that allowed for the reimbursement of

admissible expenses up to the approved level of the maximum allowable expenses for the United States dollar/United States area.

33. The Commission further decided that the methodological changes outlined in paragraph 30 above would be taken into account beginning with the 1998 biennial review.

B. Performance management

34. In resolution 51/216, the General Assembly requested the Secretary-General to make operational proposals to the Assembly by 1 October 1997 on the possibility of introducing a system of performance awards or bonuses, in the context of the performance appraisal system, to a limited number of staff in recognition of their outstanding performance and individual achievements in a given year, for consideration by the Assembly at its fifty-second session. A parallel request was also addressed to the executive heads of common system organizations to develop such proposals as a matter of priority for submission to their respective governing bodies and that such proposals should be coordinated, to the extent possible, with those developed by the Secretary-General. The Assembly also invited ICSC to provide general comments on the concept of performance awards and bonuses to the Assembly at its fifty-second session.

35. In the first instance, the Commission stressed that performance recognition, awards and bonuses should be reviewed in the context of a performance appraisal system and noted that greater emphasis should be given to the need for objective and rigorous appraisal of performance at all levels.

36. The Commission also recognized the differing organizational strategies and cultures prevailing in the United Nations common system and considered that a flexible approach to performance management should be taken. The Commission decided that in developing performance awards and recognition schemes each organization should include consideration of cash awards to individuals for a given performance period and provide certain guidance. Such awards should not exceed 10 per cent of the mid-point of the base/floor salary for Professional staff and 10 per cent of the mid-point of the net salary of General Service staff. Performance awards and bonuses should not be payable to more than 30 per cent of the workforce and the overall cost of a recognition and reward programme should not exceed 1.5 per cent of an organization's projected remuneration costs.

37. ICSC also recommended that any pay-based approach to performance recognition could be introduced on a pilot basis, in close consultation with the ICSC secretariat, and requested organizations to present biennial reports to the Commission on their performance management schemes, including the utilization of cash awards, using a format to be developed by the ICSC secretariat in consultation with the organizations.

38. In response to General Assembly resolution 51/216, which requested the Secretary-General to make operational proposals on the possibility of

introducing a system of performance awards or bonuses, the Secretary-General has submitted a separate report to the Assembly (A/52/439).

C. Appointments of limited duration

39. In resolution 51/216, the General Assembly invited the Commission to pursue its work on the issue of appointment of limited duration without delay. Appointments of limited duration have been on the Commission's work programme since the 1989 comprehensive review and have been considered by it in 1990, 1994 and 1996. On the latter occasion, the Commission had stressed the need to convene a working group, with the participation of the organizations and staff, as well as the United Nations Joint Staff Pension Fund, to review the range of issues involved and to propose specific recommendations to the Commission.

40. The working group undertook an in-depth review of the pilot schemes applied by the United Nations and the United Nations Development Programme (UNDP), analysed the organizations' current and future needs and reviewed issues such as the interface with core staff, geographical distribution, pension fund coverage and equity/loyalty. It also reviewed an arrangement in place in the International Telecommunication Union (ITU) for managed renewable-term contracts, conducted detailed comparisons between appointments of limited duration schemes and the standard compensation package, examined workforce statistics and looked into terminological issues, the two latter issues in collaboration with the secretariat of the Consultative Committee on Administrative Questions. Ultimately, the working group proposed a framework for employment on appointments of limited duration, elaborating guiding principles, guidelines and a basis for possible remuneration structures.

41. The Commission agreed in principle that appointments of limited duration arrangements within the common system were an appropriate modality to the extent that the scope of the practice did not impinge on the international civil service. The Commission decided that the United Nations and UNDP/United Nations Office of Project Services appointments of limited duration pilot schemes should remain in pilot status. Other organizations wishing to use such arrangements could proceed on a pilot basis provided that the principles and guidelines for employment on appointments of limited duration were observed and the ICSC secretariat was closely associated with the development of such arrangements. ICSC underscored the importance of appointments of limited duration arrangements being used for their intended purpose and, therefore, the overall time limit of four years for such employment should be strictly observed. The Commission also decided that appropriate reporting and monitoring modalities should be put in place to ensure that the Commission and its secretariat were kept fully informed of the status and developments in respect of appointments of limited duration employment modalities. The Commission further decided that the managed renewable-term contracts in ITU should remain in pilot status and be subject to the same monitoring and reporting requirements as for appointments of limited duration arrangements. The Commission concluded that the current arrangements should continue under pilot schemes until such time as the Commission undertook a more definitive review.

42. As a result of the administrative simplicity of the appointments of limited duration scheme, it is envisaged that the Organization would realize savings on costs related to the administration of the scheme.

D. Standards of travel and per diem

43. In paragraph (c) of its decision 51/465 of 3 April 1997, the General Assembly requested the Commission to review, at the earliest opportunity, taking into account the relevant reports of the Advisory Committee on Administrative and Budgetary Questions and the Joint Inspection Unit, the question of travel entitlements of staff of the United Nations common system.

44. In view of the limited time available, the ICSC review was limited to the determination of the continuing need for certain travel allowances and policies, that is, class of travel, stopovers and rest periods. The Consultative Committee on Administrative Questions was of the view that the issue of standards of travel and per diem should be taken up at a later stage since it was essentially only one part of the complex mosaic of travel arrangements in the organizations of the United Nations common system, and that the standards of travel were but one element of travel management and, in particular, the management of travel costs.

45. It was also emphasized by the Consultative Committee that while the purpose of travel itself lay in the need for organizations to fulfil their mandates, the organizations should bear in mind their responsibility for the safety and health of the staff who were required to undertake official travel. The Consultative Committee indicated that the views of the medical directors were essential in the consideration of the travel issue.

46. The Commission decided to inform the General Assembly that, in response to its request in decision 51/465, it had studied the issue of standards of travel and wished to report the following:

(a) The scope and complexity of the issues involved would require considerably more time than had been given by the Assembly;

(b) Bearing in mind the diverse mandates of the organizations and their significantly different travel programmes and requirements, it was neither desirable nor feasible to impose a uniform approach on them;

(c) The overall issue of travel policy, including some flexibility in standards of travel, should be left to the legislative/governing bodies of the individual organizations to sort out;

(d) Broad guidance could nevertheless be provided to the organizations with a view to ensuring greater uniformity vis-à-vis their travel standards. In this context, the Commission considered that for official travel:

(i) For flights of six or more hours' duration it was reasonable to consider an upgrade from economy to business class. If organizations wished to change their time threshold for business class travel, it

would be expected that they would move towards the threshold of six hours;

(ii) The duration of flight should be defined as the scheduled flying time including any refuelling stops or the time required for change of planes;

(iii) The current practice of the organizations regarding stopovers for journeys of more than 10 (or 12) hours should be discontinued on the understanding that staff members would be allowed a rest stop of no less than 24 hours' duration upon reaching their destination.

47. The Commission decided to resume its consideration of other travel-related issues such as supplements to the daily subsistence allowance, travel on home leave, family visits and so on, at a later date and to submit a report on the subject to the General Assembly.

E. Mission subsistence allowance

48. At its resumed fifty-first session, the General Assembly requested the Secretary-General to phase out over a period of six months the supplement to the mission subsistence allowance paid to senior officials. The Assembly also requested ICSC to develop a proposal to provide a post allowance and separate maintenance allowance for those personnel who leave their families at their home duty station while they are on mission assignment.

49. At the forty-sixth session of ICSC, the representative of the United Nations stated that the mission subsistence allowance was a daily allowance payable by the Organization for living expenses incurred by staff serving at special missions. The allowance was given to staff members serving at special non-family missions in lieu of daily subsistence allowance or any other cost-of-living allowance. The difference between mission subsistence allowance and daily subsistence allowance was specific: the latter had been established by ICSC and was intended for stays of shorter duration, while mission subsistence allowance reflected stays of longer duration in a location. Mission subsistence allowance rates were uniform within a mission area and were always lower than daily subsistence allowance rates. The entitlements of staff assigned to peacekeeping missions were dictated by the temporary and short-term mandate periods of the missions. Mission subsistence allowance, as a central element in those entitlements, responded to the operational demands of missions. With a uniform mission subsistence allowance throughout the mission area, there was no need to monitor the movement of staff on a daily basis. Therefore, it was not required to adjust the cost-of-living expenditures daily for staff throughout the area. The use of mission subsistence allowance was, therefore, a cost-effective mechanism that was administratively simple to administer to meet the costs of subsistence for staff serving at special missions.

50. The Commission noted that it was not possible to conduct a detailed study on the issue in such a short time and therefore decided to report to the General Assembly that it had decided to defer the matter to its forty-seventh session.

V. SUMMARY

51. The financial implications for the regular budget per year resulting from the decisions and recommendations of ICSC are summarized below:

	United Nations common system	United Nations
	(United States dollars)	
Remuneration of staff in the Professional category and above		
(a) For duty stations that would fall below the level of the new base/floor	48 650	-
(b) Mobility/hardship scheme	1 946 800	649 000
(c) Separation payments	439 440	146 480
Total	2 434 890	795 480

The additional requirements of $1,471,800 for the regular budget in the biennium 1998-1999 will be reflected in the recosting of the programme budget proposals prior to determination of the appropriation to be adopted by the General Assembly.

Notes

[1] Official Records of the General Assembly, Fifty-second Session, Supplement No. 30 (A/52/30).

[2] Ibid., Forty-fourth Session, Supplement No. 30 (A/44/30), vol. II, paras. 118, 119, 316 and 453 (g).

[3] Ibid., Fifty-second Session, Supplement No. 30 (A/52/30), annex XVI.

[4] Ibid., Forty-seventh Session, Supplement No. 30 (A/47/30), para. 251 and annex VII.